

**Nicholas P Howat**  
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## EDUCATION

### BELLEVUE UNIVERSITY

*B.S., Management, School of Business*

Bellevue, NE

Aug 2021

### NAVY NUCLEAR PROPULSION PROGRAM

*Graduate level curriculum of nuclear engineering theory followed by applied training in operational reactors* Aug 2002-May 2004

Charleston, SC

## SUMMARY

Experienced Manager with a demonstrated history of working in nuclear energy production, oversight/compliance of federal regulations, and sales/talent acquisition. Skilled in Emergency Management and Safety/Security Procedures, Nuclear Safety and Planning, Quality Assurance, and Organizational Leadership. Strong business development professional with a Bachelor of Science in Management, Bellevue University School of Business.

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## EXPERIENCE

### NAVY TALENT ACQUISITION GROUP, MID AMERICA

May 2016- Present

#### Talent Acquisition Manager/ Department Head

Kansas City, MO

- Recruited the highest quality men and women for service in the United States Navy Officer Corp. Focused recruiting efforts within technical degree disciplines (Engineering, IT, Computer Science). Planned, coordinated, and attended over 30 university conferences to increase US Navy awareness.
- Utilized outside sales techniques, developed new lead generation programs, and improved current and new professional centers of influence.
- Supervised a department of over 10 peers and superiors in daily sales efforts, personal and professional development, and community outreach events leading to NTAG Mid America achieving top 3 sales goals in 2017, 2018, and 2021.
- Organizational Change leader of 100 plus sailors. Developed and implemented new organizational leadership models, procedures, and policies. Maintained and wrote new Emergency Action Plans within new facilities.
- Analyzed, interpreted, and amended sales procedures within the organization resulting in improved production of 1000%.

### NAVAL REACTORS REPRESENTATIVE OFFICE

Dec 2011- Apr 2016

#### Assistant Naval Reactors Representative

Pearl Harbor, HI

- Project manager overseeing the work of engineers, technicians, production supervisors and mechanics during simultaneous overhaul, modernization, repair, and testing of submarine nuclear propulsion systems across multiple platforms. Primary duty was to ensure reactor safety during all reactor operations and testing programs. Cognizant over shipyard nuclear shift test engineer training programs, including classroom and hands-on training, written and oral examinations, certification, and continuing training programs. Versed in Union protocols and management.
- Provided regulatory oversight of local Naval Nuclear Propulsion Program activities to ensure the shipyard design, maintenance, and repair, as well as active submarines are operated in accordance with applicable regulations.
- Project Manager for "First of its Kind" 18 month major nuclear repair to the SSN-688 Class submarines including oversight of 400 nuclear trained shipyard and military workers with a \$20 million budget.
- Identified estimating, scheduling, and maintenance repair technique shortfalls in nuclear valve repairs resulting in a 25% reduction in scheduling and a savings of \$5,000 per valve.
- **Special Projects Lead**- Directed regulatory officers for all uncommon and rarely performed shipyard corrective maintenance. Balanced required training prior to the maintenance evolutions with schedule and material development.
- **Joint Test Group**- Final signature authority on all aspects related to nuclear operations and repair. Reviewed and provided corrective feedback on over 300 maintenance and operation procedures.
- **Assistant Emergency Manager, Joint Base Pearl Harbor-Hickam**- Supervised and trained over 115 military and civilian personnel in the daily operations of an Emergency Operation Center. Subject Matter Expert with regards to security, emergency response, and pre-planned responses in the Hawaii Area of Operations. Conducted site visits and liaised with federal security entities for annual Presidential visits to the island of Oahu.

### NUCLEAR POWER TRAINING UNIT

Aug 2008- Dec 2011

#### Ship Superintendent

Charleston, SC

- Provided contract funding and supervised fast paced multimillion dollar nuclear maintenance repair periods (outages) on a trimester basis.
- Coordinated multiple repair organizations, including government contracts and sole sourced agencies during each repair period.

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- Provided corrective maintenance work estimates and developed Microsoft Project schedules encompassing total workforce projections.
- **Shop 38 Acting Leading Chief Petty Officer (Mechanical Repair)** - Supervised 10+ nuclear trained mechanics in the repair of 6 vertical centrifugal pumps, 7 horizontal centrifugal pumps, 5 nuclear valves, 57 major preventive maintenance items, and multiple hydraulic/ pneumatic accumulators. All maintenance was conducted on time and within budget.
- **Nuclear Planner/Engineer**- Provide work estimates and develop nuclear/radiological work procedure based on written requirements and dimensions. Interpreted federal, state and DoD requirements and authored policies for repair work.
- **Production Radiological Control Supervisor**- Supervised all aspects of 15 nuclear radiological corrective maintenance jobs.

**USS JEFFERSON CITY (SSN 759)**  
**Machinery Division Leading Petty Officer**

May 2004-Aug 2008  
San Diego, CA

- Directed and monitored Machinery Division personnel and equipment in all aspects of reactor plant operations, training/qualification, and preventive/corrective maintenance.
- Ensured compliance with power plant manuals, procedures, and instructions.
- **Engineering Watch Supervisor, Engineering Duty Petty Officer**- Directly supervised all watchstanders in the engineering spaces during reactor plant critical and shutdown operation, including casualty operations.
- **Quality Assurance Supervisor**- 1 of 2 personnel qualified on the submarine. Supervised all aspects of quality assurance and SubSafe work. Conducted audits and QA training as defined by the Quality Assurance Officer.

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#### **ADDITIONAL**

- **Project Management Fundamental**- Focused training in the field of Project Management: scheduling, planning, identification of work constraints, and metric analysis.
- **Nuclear Planner/Engineer**- Certified to write, approve, and interpret all aspects of nuclear and non-nuclear maintenance, to include specification, schematic, and dimensions.
- **Nuclear Emergency Welding School**- Application of SMAW and GTAW Carbon Steel and Nickel Copper welding techniques and NDT.
- **High Pressure Air Compressor Advanced Maintenance School**
- **EPA Refrigeration Universal and Technician Certificate**
- **Certified FEMA ICS-100, ICS-200, ICS-300, ICS-400, ICS-700, and ICS-800.**
- **Qualified Nuclear Engineer Joint Test Group** by Naval Reactors.
- Active Department of Defense **Top Secret** Security Clearance. Previously held DOE “Q”.